

DEPARTMENT OF THE ARMY
Corps of Engineers, Omaha District
215 N. 17th Street
Omaha, Nebraska 68102-4978

DR 690-1-810

CEMRO-HR-S

Regulation
No. 690-1-810

1 December 1994

Civilian Personnel
WORKERS' COMPENSATION PROGRAM

1. Purpose. This regulation establishes policy regarding administration of the workers' compensation program.

2. Applicability. This policy applies to employees and organizations of the Omaha District and its serviced activities.

3. References.

a. Office of Workers' Compensation Programs Publication CA-810.

b. Department of the Army letter dated 4 April 1991, subject: OWCP and Accident Prevention - Civilian Resource Conservation Program (CRCP).

3. Definitions.

a. Light duty. A light-duty assignment, for the purpose of this regulation, is defined as an alternative work situation or a job that has been restructured or redesigned to accommodate an employee's medical restrictions.

b. Continuation of Pay (COP). Continuation of an injured employee's regular pay (by the agency) for up to 45 days in traumatic injury cases when the injured employee remains disabled.

4. Background. The workers' compensation program for the Federal sector is established by the Federal Employees' Compensation Act of 1974. All Federal employees are covered under the Act. All claims are reviewed and benefits determined by the Department of Labor, Office of Workers' Compensation Programs (OWCP). It is our responsibility to establish local policies and procedures adequate to ensure the work force is educated regarding the workers' compensation program, injury claims are thoroughly investigated for indications of abuse or misuse of the program, and claims are processed and forwarded to OWCP in a timely manner. Since all costs associated with workers' compensation benefits are ultimately borne by the employing agency, it is in our best interests to minimize those costs through proper case management.

This regulation supersedes DR 690-1-810 dated 9 January 1979.

5. Objectives.

a. Reduce injuries by providing a safe and healthful work environment, including applicable safety training.

b. Assure all employee claims are processed in a timely manner so that benefits are not jeopardized or unduly delayed.

c. Eliminate any misuse or abuse of the Workers' Compensation Program while strictly adhering to the intent of the program.

d. Reduce lost time and COP costs by providing light duty work assignments to all injured employees who are able to perform some type of meaningful work.

e. Reduce compensation costs by reemploying former employees on long-term compensation rolls who are capable of gainful employment.

6. Policy.

a. I consider it a moral and management obligation to provide safe and healthful work places and conditions of employment. The Safety and Occupational Health Officer, Human Resources Officer, and the Workers' Compensation Program Administrator are aware of my policy and will provide assistance as necessary.

b. When an injury has occurred, the supervisor will ensure the injured employee understands his/her right to seek medical examination or attention and to file a injury claim with OWCP. The well being of the injured employee will be of foremost concern. However, abuse or misuse of the program will not be tolerated.

c. Supervisors are to make every effort to ensure the facts on all compensation forms are properly investigated, fully documented, accurately reported, and controverted where appropriate. Injury claim forms must be promptly and properly filed. The Workers' Compensation Administrator is available for advice and assistance.

d. Supervisors will ensure that a light duty work assignment is arranged for any injured worker who is not able to perform his/her regular duties, but is able to perform some type of activity. Such an assignment may consist of any type work available, providing it adheres to the medical restrictions imposed by the physician. Light duty assignments of short duration will be accomplished informally, without a change to the employee's permanent work assignment.

e. A reemployment program will be developed for (1) providing modified or restructured jobs for partially disabled employees who are not able to resume their normal duties in the foreseeable future (six months or more) and (2) reemploying former employees on long-term disability compensation rolls who are capable of performing meaningful work.

7. Program Guidance. This program is administered in compliance with provisions of the Federal Employees' Compensation Act. Detailed guidance for local use has been developed by the Human Resources Office and will soon be issued as an informational pamphlet entitled ON THE JOB INJURIES. Please direct questions regarding this program to the Workers' Compensation Administrator in the Omaha District Human Resources Office.

FOR THE COMMANDER:


ROBERT L. SUTHARD, JR.
LTC, EN
Deputy Commander

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